# 6 Effective Strategies
## To Enhance Candidate Experience

**With "The Great Resignation" comes "The Great Rehire"!**

## Recruitment has changed, now you don't pick talent... they pick you

1

### Demonstrate your company values

Values are the guiding principles that have a great impact on a person's behaviour, judgement and most importantly, decision-making ability. With the recent focus on Value based hiring, your hiring team and process must demonstrate your company's core values.

2

### Make Faster hiring

Hiring faster means higher acceptance rates from candidates and having access to higher-quality hires. The fewer offers you have to compete with, the faster and more efficient your hiring process.

3

### Train recruiters and hiring managers

Training hiring managers and recruiters on communication skills, interview ethics and etiquette, can significantly improve candidate experience.

4

### Communicate, communicate and communicate everything!

Communication with candidates does not have to be as complicated, keep it simple and consistent. Keep candidates informed, let them know how their application is progressing or not. Don't leave them hanging or, even worse - ghost them!

5

### Giving and taking feedback!

Always give out feedback to candidates. Allow some-time to pass after a candidate has completed the hiring process before following up with a survey asking about their experience. Determine common problems, sources of frustration, and areas for improvement. Track and measure candidate experience in the same way as other key recruitment metrics.

6

### Be true to the candidate

Be open and honest about what's great and challenging about the job. Reality and honesty will reduce volume while increasing fit and satisfaction. Be frank about the facts of your workplace and job. Explain what some candidates may find difficult, what motivates people to thrive in the role despite perceived disadvantages, and the key elements of your corporate culture, which may benefit some but not all.

**Learn more about JobFitts**

*JobFitts Consultants, a leading professional talent agency specialising in permanent, temporary, and contract personnel recruitment for SMEs in Australia. We have been helping Australian companies find the 'right fit' candidates since 2003 by understanding that all businesses are unique. Our expertise lies in finding skilled, passionate, professional individuals who will fit seamlessly into your team and stay for the long term.*

Our Track Record includes:

- **96%** Converting 96% temporaries into placements
- **98%** two-year retention rate
- **96%** return clients

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**References: 1, 2, 3**